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TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

August 1993 #125

GET INVOLVED

We've begun the long haul but we're far from turning our Teamsters union around. I'm encouraging all members to get active in their union, as it's the only sure way to lasting change. One of the best ways to learn how to get involved is to join TDU and attend TDU's annual Rank & File Convention with its many educational workshops. You'll meet Teamster leaders, activists and members who share your commitment to building a stronger union.

—Diana Kilmury
International Vice President
Vancouver, B.C.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production
❑ Other _____ Optional: Spouse's name _____

❑ $35 one-year's membership & subscription to *Convoy Dispatch.*

❑ $85 three-year membership fee. ($10 shall be rebated to the local chapter.)

❑ $20 for spouses, retirees and Teamsters who gross less than $17,000 a year.

❑ Check or money order
❑ Mastercard/Visa # _____ Exp. date ____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers and union officials.
TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

Employers Ally With Old Guard

ATTACKS ON NEW TEAMSTERS

The old guard in our union, who lost the IBT election, are working hard to undermine our elected International leadership. They have some powerful allies who do not hold union cards, but have great influence. They are the employers, and their publications are joining with the old guard to attack Ron Carey, and also TDU.

Transport Topics, the publication of the American Trucking Associations, and *The Journal of Commerce* are leading the way. And conservative anti-labor columnists, such as Jon Pepper of the *Detroit News,* have taken the employers' view on Carey into the mainstream media. Even *The New York Times* recently ran an article slandering Carey, making such bogus charges as he "worked closely with" the late Joe Trerotola of New York Joint Council 16.

Transport Topics on April 12 prominently featured R.V. Durham's view on blocking Carey's grievance reform; on June 7, it featured Durham's view on IBT finances (blaming Carey for decades of mismanagement); most recently, it attacked Teamster Local 728, which had organized one terminal (20 drivers) of a

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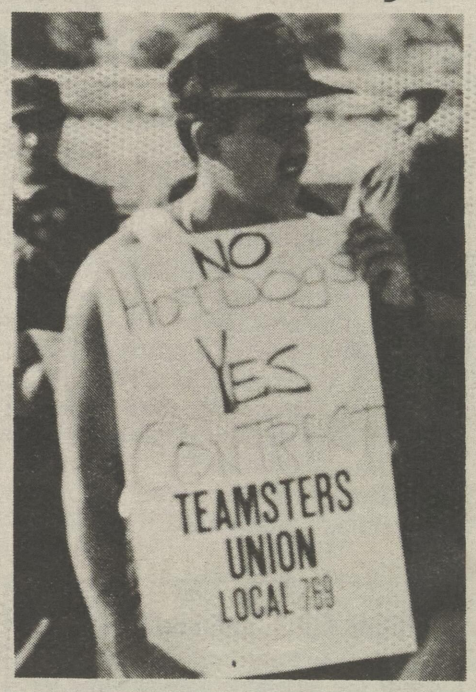
Our Solidarity's Working on UPS



Our solidarity and pressure are working on UPS management. The week of July 12-16 some progress was finally made, because UPS is beginning to understand our union is for real.

At presstime on July 19, union negotiators agreed to a short contract extension into August. But our union expects continued progress to be made with that extension, and not more stonewalling.

There still is much negotiating to do over master contract language, and in the supplements, and UPS has not even presented its economic proposals. It's up to us to keep the pressure on at work and to keep supporting our union negotiating team.

Bargaining schedule: July 19-23; July 27-30, and into early August, if needed.

(See page 3 for more details.)

Teamsters for a Democratic Union
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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form at left.

UNION SOLIDARITY

Illinois Is a Labor Relations War Zone

Staley Workers Fight Lockout

The 760 members of Allied Industrial Workers Local 837 are currently fighting a lockout by their employer, A.E. Staley Manufacturing Co. This is the latest labor struggle to erupt in Illinois, a state that now looks like a labor relations war zone.

Some 14,000 UAW members at Caterpillar plants continue their in-plant bargaining campaign and have been working without a contract for over a year. In Southern Illinois, the United Mine Workers are extending strikes against employers in the Bituminous Coal Operators Association. And in Springfield, Central Illinois Public Service Company (CIPSCO) has locked out 1,700 utility workers.

Months before the lockout at Staley, workers had been battling the company-imposed contract with a work-to-rule campaign. Early in the conflict, AIW Local 837 enlisted the help of Jerry Tucker of the UAW New Directions movement, and Ray Rogers of Corporate Campaigns Inc. Tucker, an expert on in-plant strategies, helped Staley workers organize tactics to pressure the company and get them to negotiate at the bargaining table. Rogers continues to help build pressure from outside the plant by expanding the corporate campaign against Staley.

The next stage of the struggle is expected to be a national campaign to boycott State Farm Insurance Company. State Farm is a major financial backer of Staley and a staunch ally of Caterpillar and CIPSCO in their anti-labor campaigns.

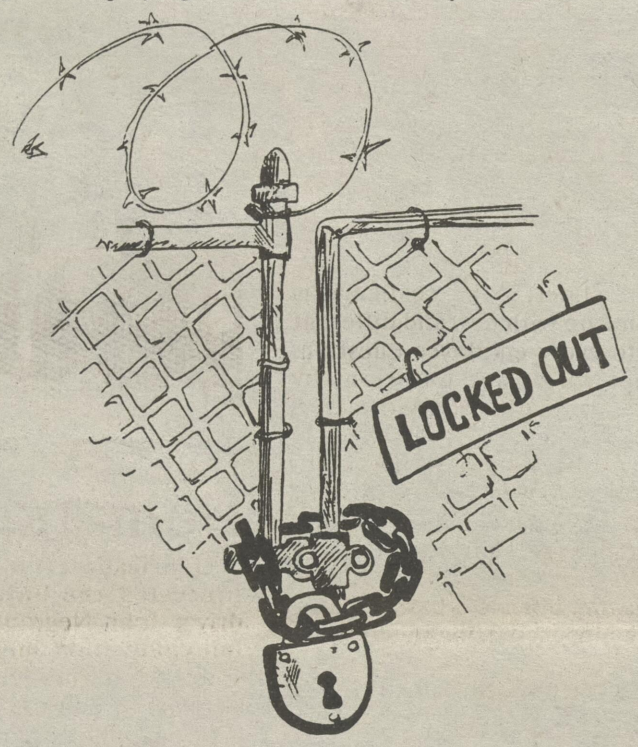
It's Our Solidarity vs. Theirs

The Staley lockout came the day after a solidarity march and rally was held to bring together unionists from throughout Illinois and neighboring states in support of Illinois labor struggles. Staley workers are taking their message throughout the Midwest and beyond.

Locked-out Staley workers attended a labor solidarity picnic that drew nearly 500 union members and their families to the Minneapolis area. The picnic was sponsored by the Meeting the Challenge Committee, a coalition of progressive unionists that includes various Twin City unions and the Minnesota TDU chapter.

Across the flooded Mississippi, employers are taking the same hardball attitude with Teamster members in St. Louis. Dial Soap Co. recently locked out some 400 Teamster members of Local 618.

Ironically, at the same time that these employers are playing hardball with labor negotiations, they are rallying their forces to protest the Cesar Chavez Wo.kplace Fairness Bill as unfair to business. A coalition of about 300 corporations have linked arms in business solidarity to form the Alliance to Keep America Working to oppose the bill. From the picket line to the corporate campaign to the Workplace Fairness Bill, it's our solidarity vs. theirs.



Court Victory Calls for NAFTA Environmental Impact Study

The U.S. District Court in Washington, D.C., on June 30 ruled that a longstanding environmental law requires an environmental study on the impact of the North American Free Trade Agreement (NAFTA). The court ruling directs the government to prepare the impact study "forthwith."

The ruling means the U.S. Congress will be able to make a more informed decision on approval of NAFTA, which is the intent of the law requiring that the environmental impact be factored into decisions. The administration, which is pushing NAFTA on the "fast track," announced it would appeal the court ruling. NAFTA supporters fear this ruling could possibly kill the treaty.

This important victory is the legal work of the Public Citizen Litigation Group in Washington, D.C., which also employs Paul Levy, who has handled important legal work for TDU and the Teamster reform movement.

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How to Contact TDU

We want to hear from you. Contact us at the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

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Diana Kilmury, Vancouver, B.C., Local 155
Michael Savwoir, Kansas City, Mo., Local 41

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David Dethrow, St. Louis Local 688
Debra McBride-Smith, Charlotte, N.C., Local 71
Gordy Teller, Seattle Local 741

Members:
Bilal Chaka, Long Beach, Calif., Local 692
Earl China, Oklahoma City Local 886
Norma Columbus, Oklahoma City Local 886
Joe Fahey, Watsonville, Calif., Local 912
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Steve MacDonald, Vacaville, Calif., Local 490
Michael Ruscigno, New York Local 138
Rick Smith, Atlanta Local 728
Hank Steger, Houston Local 988

Alternates:
Frieda Burgan, Phoenix Local 104 spouse
Dave Kapitula, Wilkes-Barre, Pa., Local 401

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 17-member International Steering Committee was elected in October 1992 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Keep the Pressure on UPS—It's Working!

Our pressure is working. Rank and file and local union organizing on the job teamed up with a union negotiating committee that continues to push our demands is beginning to have an effect. There is some progress at negotiations.

The bargaining extension into August agreed to on July 19 proves what many of us have known for years. It can be done, if necessary to get a fair contract, with a unified union leadership and rank and file. But we may yet have to vote NO if UPS tries to force our union's hand with a bogus and lowball "final offer."

During the week of July 12-16 with the July 31 contract expiration approaching and no extension yet reached with the union, UPS felt the pressure and negotiations took a more positive turn on some master contract articles. But there is a long way to go and it's up to us, the membership, to keep up our literature distribution and solidarity pressure on the job.

As Ron Carey and Mario Perrucci report in their July 13 letter to all UPS Teamsters, there is a long way to go toward addressing our union's major proposals. Many master contract articles have yet to be discussed seriously. And as of July 19, UPS has not even presented its economic proposals to the union. Add in the ongoing supplemental negotiations, and the picture is that negotiations are still at a critical stage.

For the last couple of weeks, UPS had been trying to secure a contract extension with the union. But management's lackadaisical bargaining and demands for a 10-day strike notice had made that impossible. After a week of some progress, bargaining resumed July 19 and the agreement to extend bargaining into early August was made. However, it did not include UPS's demand for advance notice of a strike.

Our union is again sending the message to UPS that our top priority—as it has been for months—is to secure a fair contract for our members. The short contract extension is another good-faith gesture toward that end. Hopefully, UPS will take advantage of it and keep working toward progress in bargaining.

Right now it's paramount, as Carey and Perrucci said in their letter, "to send management a strong, unified message" that we all stand behind our union negotiating team. We're all anxious to hear concrete news about our futures, but we knew these negotiations would not be easy. Ultimately, if UPS management decides to provoke us, we still must be ready to unleash "a range of creative actions" and our union's strongest weapon, the strike.

We all hope for continued progress, as a fair contract is the goal.

Management Plans to 'Control' Us

Management is attending labor relations seminars and getting regular memos from headquarters on how to deal with us on the shop floor. The latest is "Four Key Messages": (1) High Wages Related to Volume; (2) Profit to Reinvest in Equipment and Technology; (3) New Services = Job Security; (4) Hard Work = High Compensation.

A cover letter with the propaganda packet tells management to review the "Do's and Don'ts" sheet to avoid unfair labor practices during the contract vote, and to review the "Four Positive Contacts" to be made with UPSers during the voting period.

It also instructs management: "Develop a control sheet by name of all employees. This control sheet will track the four positive contacts. List each employee's name, the person controlling that group and the dates of each positive contact."

The sheet explaining the "Four Key Messages" states, "The challenge is not to come up with new and different answers to every employee question, but rather to answer questions by building a bridge back to the UPS strengths and emphasized in the key messages.

"Although we will develop specific strategies for selected work groups, we must ensure that, in all work groups, our first-line supervisors continue to communicate a basic, consistent theme incorporating the four key messages."

The packet also contained an old list of 10 "Possible Questions" regarding employee rights, which mentions TDU and affirms UPS Teamsters' various rights, such as to distribute union-related literature in non-work areas during non-work times.

Miami UPSers Protest Firing, Demand Fair Contract

UPS Teamsters in Miami Local 769 protested the unjust discharge of driver John Negron and rallied for a fair contract on July 1 at the Hialeah hub. Members carried Teamster emblems along the UPS service road and proudly displayed signs stating "STOP THE ABUSE" and "NO HOT DOGS, YES CONTRACT" as management drove by.

Members were informed about how Negron was discharged and on how contract negotiations were going. When Negron thanked everyone for their support, a sense of unity filled the air.

There was a pause. Everyone knew they could be next and what needed to be done. They marched to the guard gate and chanted in loud voices: "We are UPSers but we are Teamsters first ... Teamsters! Teamsters!" Many stood side by side while clenching their fists in the air in "SILENT RAGE," as another protest sign defined it.

Management stood dumbfounded by the show of strength, and there was a sense of solidarity throughout the building. This day belonged to Brother John Negron and the UPS Teamsters! It was a proud day for all Teamsters!

Innocent Till Proven Guilty

Protecting Our Job Security

A major contract change we need to help protect our jobs and defend against production harassment is "innocent till proven guilty" in the grievance procedure.

With such a clause in the contract, suspended or discharged employees stay on the job pending the findings of the grievance procedure, except in so-called "cardinal sin" cases. Such a clause is currently in the Northern California Package Supplement, and it helps take incentives to unfairly discharge employees out of UPS's hands. Management has fewer opportunities to string us out with no pay, and in most cases little or no back pay even when we prove our innocence.

For over a decade TDU has proposed specific language on "innocent till proven guilty" and educated members about why it is an important contract goal. Now for the first time we have union leaders who are bargaining to win this protection, along with other grievance reforms.

Democratic Change, UPS Style

A recent *Big Idea* article, "Concerned about opinions," begins:

"You answered the questions on the *opinion survey.*

"You find that your opinions are shared by other UPS people.

"Now, you ask, what's next?

"What's next is change, and it's happening now."

The first issue cited as a "democratic approach to specific concerns" was supply problems in a New England district where "locating items like COD tags and delivery notices had become a daily challenge for drivers."

Needless to say, a solution was found through input from drivers and "center management commitment."

One driver, who was reviewing the union's survey results and contract demands, told *Convoy Dispatch* with a straight face: "You know, if the company would just straighten out our supply problems, all of our other problems would pale in comparison."

We don't expect management to understand this healthy sarcasm.

It's Time to Play 'Volume Games'

A July 9 memo from UPS's chief negotiator to top management claimed "nearly half a million packages have been diverted to our competitors as a direct result of the uncertainty of negotiations," and it warned that more customers may divert volume "if conditions to protect their packages do not change."

As the days race by, UPS will continue to play its volume chips against us. It's psychological warfare. But by stonewalling for months, management has brought this on itself.

If and when volume does drop, it's another tool our union can use to pressure UPS for a fair contract. It may result in some temporary layoffs and hardships for us—especially those of us with lower seniority—but it puts a tremendous amount of pressure on UPS in a way it can clearly understand: LOSS OF BIG BUCKS.

Following are some member comments on volume, the week of July 12:

Anthony Smith, a Local 639 package steward, reported that in one center in northern Virginia management laid off 11 drivers "yet they call them every morning and ask them to come in to work." Meanwhile, some drivers are filing grievances over excessive overtime.

In Memphis, a feeder driver said, "Every week we ask how's volume and management shake their heads and say, 'It's down, down.' ... We were slow before July Fourth, but we've been busting at the seams this week."

In Modesto, Calif., Local 386 package steward Gaylord Phillips reported, "From years of experience I can tell you July and August are very slow. We've seen no loss of volume. Everybody in our area is working. It's business as usual."

"Don't fall for the big volume scam," warned Mark Franks of Charlotte, N.C., Local 71. "Management wants to fake us out to think the company's going down the toilet. We've seen it before, in 1990, and the members aren't buying it in Charlotte."

FREIGHT NEWS

Preparing for '94 NMFA

Building Our Union in a Changing Industry

There has been a lot of talk by business consultants and company executives about the changing nature of the freight industry. The freight industry is changing, and the union at all levels will need to develop new plans and strategies to keep the Teamsters union strong in its most traditional jurisdiction. The corporations are developing their response by calling for greater flexibility and lower costs in the next NMFA. This article will review what is being said about the changing freight industry and management's plans.

National LTL Is Changing

The national LTL trucking industry remains part of the bedrock of strength in the Teamsters union. However, the focus of the trucking industry is shifting to other types of operations. The national LTL segment is no longer classified as a growing industry, having revenue growth at or below the general economic growth in the United States. This is partly self-inflicted by management's own deep discount-pricing strategy, but the flow of freight is also changing. CF, Yellow and Roadway are enacting plans to consolidate and downsize their national LTL network. Flexibility is their rallying cry in preparation for the contract talks.

One form of flexibility that management consultants promote is a permanent part-time workforce on the docks, much like at UPS. CF, Yellow and Roadway are positioning themselves for a tough contract fight, we need to start preparing and mobilizing now

continued on page 5

Allentown, Pa., Local 773

Organizing Victory Shocks Central Transport

James Wieder
Local 773, Preston Trucking
Allentown, Pa.

Central Transport is one of the most notorious freight companies in the country for double breasting and union busting. When Central opened its largest breakbulk in the country (now with 130 employees, and more hiring expected), it thought it was out of reach of organized labor due to the drop in membership in the Lehigh Valley in years past.

But the company was mistaken. It was met by an aggressive team of volunteer organizers made up of officers, agents and, mostly, rank and filers from IBT Local 773. C.C. Eastern, a non-union subsidiary of Central Transport, which openly rerouted freight away from Central's union terminals, got a rude awakening on June 25 when C.C. Eastern employees voted 61 to 17 in favor of the Teamsters.

The company put on its usual illegal and immoral scare-tactics campaign, going so far as to hire an expert union-busting consultant at $200 an hour. The lies and anti-union propaganda flew fast and furious, but they were unsuccessful in deterring the rank and file from their commitment to gain union representation.

The Local 773 volunteer organizers, with a very strong inside committee lead by Tom Scheier and Mike Grecco, put on an aggressive back-to-the-basics campaign of their own. In doing so, they proved that if we all work together, putting aside our differences, we can overcome even a giant like Central Transport.

But the job is only half done, as winning a good contract can prove to be an arduous task. But we are committed to do so. When the news of the victory reached the International union, they were more than interested. Considering the doors that could be opened with this victory, they suggested that a team from the IBT assist in contract negotiations.

We Local 773 members are asking for support from any and all other locals who have dealings with Central Transport, C.C. Eastern or any other of the numerous subsidiary freight operations under the Central Transport corporate umbrella.

St. Johnsbury and Standard Shut Down

Teamsters at St. Johnsbury, a major regional carrier in the Northeast, and Standard, a Charlotte, N.C.-based LTL carrier, are the latest victims of the deregulated freight industry.

On June 14, less than three weeks after Teamster employees agreed to a 9% wage cut, St. Johnsbury shut down and filed for Chapter 11 bankruptcy the next day. This move came after St. Johnsbury's bankers apparently cut off its credit line. Last-minute plans to radically downsize the company and seek more benefit concessions were rejected by the union after an independent audit revealed that the plan "had no chance to succeed."

Teamster leaders, representatives of New England states and management met on July 8 to discuss St. Johnsbury and the need to save good jobs in the trucking industry. An employee buyout of the defunct carrier, which was discussed at this meeting, seems difficult to mount and unlikely. In 1986, St. Johnsbury was the target of a leveraged buyout that included Milne Truck Lines and Jones Truck Lines.

Standard, whose contract with the Teamsters expired on June 30, never moved from its original offer, even after the 650 Teamster employees rejected it by a 3-2 margin. Standard's demands included elimination of overtime, and drop and hook, fueling, and delay time payments. In exchange, Standard offered partial employee ownership of the company's assets and full employee responsibility for its liabilities.

IBT Launches Con-Way Campaign Phase II

The International has launched a new phase of its strategic campaign to fight CF's practice of diverting freight to the Con-Ways, its non-union regional network. The campaign calls for tactics such as targeting Con-Way customers to convince them to ship with another carrier, mobilizing freight Teamsters, and building public pressure to save jobs. The International is presently holding regional training sessions for freight locals.

Strategic campaigns like this can support long-range organizing efforts and set the stage for the coming NMFA contract battle. The success of the campaign will depend on rank and file volunteers being mobilized. The diversion of freight to non-union subsidiaries affects all freight Teamsters. Contact your local union or TDU to find out how you can help.

TDU's '94 NMFA Survey Is Out

TDU freight members have been sent TDU's 1994 NMFA survey. With the expiration of the NMFA now seven months away, it is time to increase our activity in preparation for a tough contract fight. The purpose of the survey is to address the major challenges facing our union in the freight industry, and to help develop our plans and goals for the next contract.

Surveys should be returned to the TDU national office. If you have not received a survey but would like to participate in it, write or call the TDU office. This year's TDU Convention in Pittsburgh, Oct. 29-31, will be especially important for freight Teamsters. A special National Freight Meeting will be held to further discuss goals and to launch our contract campaign. See back page for more information on the TDU Convention.

Freight Lines

Yellow to Rejoin TMI.

Yellow Freight announced plans to rejoin Trucking Management Inc. (TMI), the multiemployer bargaining group that represents many of the major trucking employers in negotiations with the Teamsters. Yellow dropped out of TMI in 1988 and negotiated a separate agreement with the Teamsters.

Yellow used that status to push for its own concessionary regional contract, but later walked out of negotiations. Since that time, Yellow has moved into the regional market by acquiring Preston and non-union carriers Smalley and Saia and starting up several of its own non-union intrastate truckload carriers.

Employer solidarity fuels this move more than any act of good will on Yellow's part. By rejoining TMI, Yellow links arms with CF and Roadway in demanding greater flexibility, faster transit times and lower costs in the next NMFA to compete with non-union and intermodal carriers.

Churchill Goes After 2nd Vote.

Churchill Truck Lines is presenting its second profit-sharing plan under Article 6, Section 2 of the NMFA. This plan calls for a 10% wage reduction. Churchill failed to receive the necessary 75% approval from its 1,450 Teamster employees to pass its first plan for a 12% wage reduction.

In 1992, Churchill, a regional LTL carrier, posted an operating ratio of 98.7% and a profit of $1.5 million.

OOIDA Drug-Testing Lawsuit Dismissed.

The lawsuit by the Owner-Operator Independent Drivers Association against roadside drug testing was dismissed by the U.S. Court of Appeals. OOIDA is challenging the practice of random roadside drug testing on the grounds that it infringes on drivers' constitutional rights. The suit was dismissed as a result of technicalities over court jurisdiction. OOIDA plans to pursue its case.

CARHAUL NEWS

Leaseway Threatens to Close NY Relay Points

In a communication dated June 11, Leaseway Transportation notified Watertown, N.Y., Local 687 and Buffalo Local 449 of its plans to shut down its Lewiston and Wellesley Island relay points if an agreement can't be reached to compete with the railroad. The closure is scheduled to take effect in the fall of this year.

The communication from Leaseway president and CEO Anthony Kosak cited General Motor's desire to eliminate the relay of all vehicles and transport them via rail delivery from the assembly plants to various rail heads around the country. Kosak further indicates that GM may preserve "some or all" of the traffic to truck delivery provided that vehicles could be transported directly from the assembly plants to the dealerships at a competitive price. The traffic is primarily being handled by drivers at Anchor Motor Freight at both the Lewiston and Wellesley Island terminals. The affected locals are to meet next week to discuss a Leaseway proposal that calls for, in part: direct shipment of cars from assembly plant to dealership, keeping the Lewiston and Wellesley Island terminals open for maintenance and dispatch only, a complicated scheme of merging the seniority of both Canadian and U.S. drivers based on percentage of traffic and miles, and awarding the traffic to Leaseway Motor Car, closing Anchor.

"This is not competitive bidding, this is price fixing," says Doug Foster, a driver with Anchor Motor Freight at Wellesley Island. "Leaseway Motor Car and Anchor are both owned by Leaseway Transportation! How credible do you suppose bidding is?"

The use of phony bidding to unilaterally change the contract or working conditions of carhaul Teamsters is nothing new. "This whole thing smacks of what was pulled on us at Anchor in 1987 at Selkirk, N.Y.," comments John Raffiani. Leaseway NuCar underbid Anchor for the GM traffic at the Selkirk rail head causing a merger of the two Leaseway-owned companies. "We lost jobs, premium pay, and one of the best local riders in the industry."

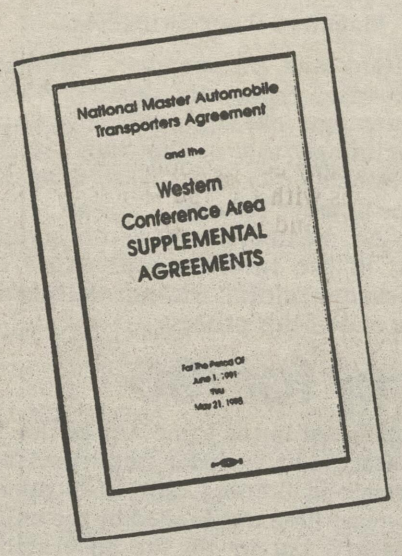
The proposal from Leaseway poses other problems besides the loss of driving jobs and perhaps yard work. Canadian and U.S. drivers may be pitted against each other. This divide and conquer routine must not succeed. The proposal allows for the establishment of a truckaway board with 35% of the board at Wellesley Island and 37% at Lewiston to be Canadian drivers. Communications between Teamsters on both sides of the border is essential, and only through our International and Teamsters Canada getting together in solidarity can a fair agreement be hammered out. Also, the upcoming carhaul jurisdictional meeting at the TDU Convention in Pittsburgh in October will be an excellent opportunity for both Canadian and U.S. carhaulers to get together.

Leaseway's Motto:

What, Me Worry?

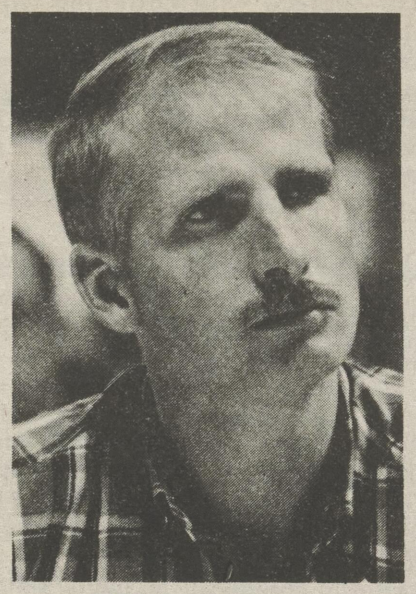
Teamsters at Anchor Motor Freight in Framingham, Mass., voted 46 to 13 to accept a concessionary deal worked out by Leaseway or face job losses to Leaseway Motor Car.

Opting to follow their work and accept loss of premium pay and further concessions, carhaulers in Framingham are being forced, unconditionally, to make givebacks without the right to bargain. Leaseway's formula is simple. If you can't get what you want at the bargaining table, start a subsidiary, bid against yourself (you're guaranteed to win!) and presto, instant concessions. There ought to be a law.



Carhaul Contract Books Available

Contract books for the current agreement have been printed and are now available from your local union. All members have the right to obtain a copy of their contract.



I'll Be There

Matt Studd
Local 327, Allied Systems
Nashville

Carhaul is a unique and challenging industry. Every day top-notch Teamsters meet that challenge head on. The reform movement certainly has its challenges, too. Thanks to Ron Carey, TDU and the support of other dedicated Teamsters, this reform movement has direction. I am challenging you proud Teamsters to pull up your boot straps and let's put some real momentum into this historic reform movement. Plan now, your future is at stake. See you at the TDU Convention.

Building Our Union in Freight

continued from page 4
to meet that challenge.

Union Carrier Profits Fuel Expansion

The Big Three are targeting regional and inter-regional as the areas of investment and growth. The Big Three's diversification projects have accelerated rapidly over the past three years. Regional carriers, intermodal operations, logistics systems and air freight carriers are the investment targets for the Big Three. CF leads the pack in this effort, but Roadway and Yellow are not far behind.

Profits generated by the unionized national LTL carriers have been the springboard in launching these operations and keeping them afloat in their growing periods. When some of these operations have reached maturity, like Con-Way, they no longer need to be subsidized by profits from the union subsidiaries. Instead, they take the customers and the freight.

Shrinkage of the national carrier networks is fueled by the diversion of their own freight into other subsidiaries. This manipulation of freight pits long haul against regional, LTL against truckload, and union subsidiaries against the non-union subsidiaries of the same parent corporation.

Regional Growth

Revenue growth is higher in the regional and truckload segments. Shifts to "just-in-time" production and delivery techniques by manufacturers and shippers have encouraged the regionalization of the freight industry. Carriers focusing on one- to two-day delivery lanes have shown success. The growth of non-union regional and inter-regional carriers has had a severe impact on this segment of the industry. The growing use of Article 6 wage reductions among regional carriers has also promoted erosion of industry standards.

The International negotiated an experimental regional rider with Northwest Transport to combat this trend and protect Teamster jobs. The success of this experimental agreement cannot yet be determined, but it is clear that building and protecting Teamster standards in the regional industry will be increasingly important in 1994 and beyond.

What's in Store for Truckload?

After deregulation, practically anyone with a tractor-trailer and telephone could open up a truckload operation. Currently, there are thousands of truckload carriers, which are nearly all non-union. This results in cut-throat competition and severely depressed driver wages.

Some industry analysts see the truckload segment going through a period of consolidation, much like we saw LTL go through in the '80s. Currently, although Schneider and Hunt enjoy the spotlight in this segment, each have less than 3% of the revenues in the for-hire truckload segment. It's no wonder they will show above-average growth as they take up a larger portion of the pie. In long-haul TL, JB Hunt and Schneider have set the technological trend with the use of containers and rails. The Teamsters and Yellow Freight are currently in negotiations over a plan to start up intermodal truckload operations to compete with Hunt and Schneider.

The intermodal industry has grown dramatically over the past 10 years. UPS, LTL and truckload carriers all put freight on the rails, but some analysts view the use of intermodal operations for LTLs as limited. There is no doubt that increased intermodal efficiency will continue to build the competitive pressure on line-haul operations and benefit regional and truckload carriers. As a result, job protection for road drivers will be a key issue in the 1994 NMFA.

Gearing Up for '94

The International union has begun to launch innovative campaigns in freight, but there is still a great deal to do. In many respects our new union leadership is inheriting monumental problems in the industry after a decade and a half of deregulation, and worsened by the lack of organizing and innovation of our old International leadership. With the new leadership team that sees an active rank and file as a source of strength in this union, we have an opportunity to win important changes. But it takes more than a good bargaining team to win a decent contract.

The key to rebuilding Teamster power in the freight industry will be an innovative leadership and rank and file participation in Teamster campaigns. Organizing in the truckload and regional segments has to be part of our long-term plan. But we have to organize from a position of strength. That means an active rank and file and solid, decent contracts that protect jobs and industry standards. The 1994 NMFA is the place to start. The time to start is now.

INSIDE OUR UNION

Carey Follows Recommendation of IRB

Chicago Local 705 Put in Trusteeship

Citing a pattern of financial malpractice, Ron Carey put the 14,000-member Chicago Local 705 in trusteeship on June 15, and named Eddie Burke as the trustee. The move to place the big trucking local into trusteeship came after the Independent Review Board (IRB) investigated the local union and recommended action.

Carey cited that the officers of Local 705 placed their personal financial interest above the interest of the membership and union. One example cited was that the local executive board gave Dan Ligurotis a $4,500 Christmas bonus after he was found guilty by Judge Lacey of embezzling local funds. Carey indicated that charges may be brought against Secretary-Treasurer Gildo Valerio, who took over after Ligurotis' removal, and others on the executive board.

Burke Returns to Union Staff

Eddie Burke resigned from the IRB in early June to join the IBT staff as an assistant to Ron Carey. Thus one of the IRB members who recommended action in Local 705 is now responsible for moving to bring democratic unionism to the local.

Burke was the southeastern regional director of the United Mine Workers and a leader of the successful Pittston Coal strike before becoming campaign manager for the Carey slate in early 1990. In 1992, Carey appointed him to the three-person IRB as the union's rep. Now he's returned to a hands-on role in the front lines of the Teamsters. Carey has nominated Grant Crandall, an attorney who served as Burke's counsel for the IRB, to fill the union's slot on the IRB.

Indictments, Trusteeship In N.Y. Local 282

Ron Carey put New York construction Local 282 into trusteeship on July 1 after the president, Michael Bourgal, and secretary-treasurer, John Probeyahn, were indicted on racketeering charges. The trustee will be Johnny Brown, who was previously the trustee of Local 282 in late 1992 and early 1993.

The local has a history of corruption. Long-time reform activist Larry Kudla said he wants to see decisive action from the IBT this time around, instead of just a weak monitorship. "Basically this local has been mob-dominated, and the rank and file cannot overcome that on their own. The trusteeship should remove the officers and agents that are in there, and start to make the union receptive to the membership. Bylaws reform and educational programs would be a good start."

Carey Suspends Carhaul Director

Ron Owens, president of Detroit Local 299, was suspended as director of the IBT Carhaul Division in June, pending resolution of charges brought against him that will be heard by the Ethical Practices Committee. He is charged with setting up his son, and friends of a business agent and steward with jobs, ahead of union members entitled to them.

Owens backed R.V. Durham in the IBT election, but after working with the new leadership in negotiating the carhaul national contract last year, joined forces with the Carey team. Carey is expected to name an acting carhaul director for the interim period while the charges are heard.

Lacey Suspends Officials in Local 507

Citing a pattern of violations that kept Harold Friedman in effective control of Cleveland Local 507 after he was barred from the Teamsters, Judge Frederick Lacey in June suspended most of its officers and agents. He also barred Friedman for life from the Teamsters union. This case was pending when Lacey's term as Independent Administrator ended last October, so he retained authority over it.

Friedman was convicted in 1989 of racketeering in a ghost-employee scam, and is barred from Teamster activity. Lacey found the officials of the local subverted that. Friedman's wife, Barbara Walden Friedman, became the local secretary-treasurer. Friedman continued to meet with agents and officers over dinners, and give them "pep talks." He attended a contract meeting to help sell a settlement. The officers and agents were part and parcel of this arrangement.

Most of all, they continued to exploit the "double-breasted" nature of Local 507. It is a siamese twin with Bakery Workers Local 19. They have the same building, benefit funds, officers, agents, you name it. So when Friedman lost his $175,000 salary from Local 507, he got a raise from Local 19 (with the same officers) from $271,000 to $504,000. The benefit funds were merged to further blend the operations. Lacey suspended 11 officers and agents for periods varying from six to 18 months.

With this long-awaited decision, the ball is in the court of the International, which has the local in trusteeship, to finally take strong actions to end the double-breasting scam, clean house, and conduct a free and fair election. Members of Local 507 are starting to take action to do their part. Over 100 met in early July in a rank and file caucus, which Cleveland TDUers have been attending. They are intent on making Local 507 into a union by and for the members.

Judge Rejects Yager's Move to Block Carey's Charges

Yager Hearing Set for July 26

Central Conference chairman Jack Yager and his appointee, Brendan Kaiser, are scheduled for a hearing before a panel of three local union officers on July 26. On June 29, Yager lost in federal court his attempt to block the hearing.

Ron Carey filed charges against Yager and Kaiser on April 23. They are charged with undermining reform of the grievance procedure. Yager is also charged with colluding with employers to make deals behind members' backs, in the freight industry. After the hearing set for late July, the hearing panel will make a recommendation to the General Executive Board, who make the final decision.

District Court Judge Royce Lamberth rejected Yager's move for an injunction. To get an injunction, you need to meet four standards, and the judge ruled that Yager was 0-for-4.

On the first grounds, likelihood of eventual success in the court process, the judge ruled against Yager's claim that he was being picked on in violation of his free speech rights. He found that Carey's charges deal solely with union misconduct.

On the ground of the public interest, the judge stated, "The court would not be acting in the public interest by enjoining a disciplinary action brought by the first democratically elected Board of the International against an individual with ties to organized crime."

Finding a Silver Lining

Yager, never known for his honesty, issued a TITAN message to all Central Conference locals that implied that he won in court! He cited language in the judge's decision which agreed with Yager that members of the General Executive Board are against him, and ran with Carey, and have made statements condemning his actions.

The procedure for internal charges in our union is that the officers (of locals, joint councils, or the International) are the hearing panel, and the old guard crowd of Yager, Durham, Riley, Cook, et al., never found any problem with it before! Suddenly these millionaires are claiming to be picked on. We could all laugh if it wasn't so serious.

Members Want Swifter Action

Rank and file members following the case, especially those working under national contracts, have overwhelmingly told us that they are the ones being picked on. They want this case to move forward.

And members want more actions out of the International union on grievance reform, without waiting till the end of this process.

Southern Conference Convention

Business as Usual, Cook Re-Elected

The highlights of the Southern Conference Convention, held the week of June 21, included a protested election and a token reform approved by delegates.

Also, a small reform victory was won by TDUers who had appealed to Ron Carey regarding the ineligiblity to vote in the policy committee election of "bogus delegates" from the state conferences and joint councils. Under federal law, such delegates who have not been directly elected by the rank and file are not eligible to vote in the election of officers.

TDUers Sandy Goss, Willie Hardy, Ken Hilbish, Danny "Pete" Peterson and Anthony Seiber, all members of locals in the conference, wrote Carey protesting these delegates' eligibility to vote in the election. And Carey wrote to conference chairman Jerry Cook affirming that "delegates from joint councils and state conferences may not vote in the election for the officers of the Southern Conference. ..." (Yet, Cook allowed these delegates to cast challenged ballots.)

Policy committee chairman Cook and his mainly incumbent slate managed their re-election, but not without a post-election protest by challengers. Cook withheld the election rules — including provisions for allowing slate voting — until two

continued on page 9

New Election Officer for '96

The Election Officer for the next IBT election is New York labor attorney Amy Gladstein, who served as the regional director for that area in the last election. In early July she was sworn in, after her appointment was approved by both the U.S. Justice Department and the International union.

Michael Holland, the EO for the 1991 election, resigned following the certification of that election process.

The consent order of 1989 provides that the 1996 election process will be supervised in the same way as the '91 contest, but with an important difference in funding. The EO's operation last time was funded by the union treasury, but in '96 the government must opt to pick up the tab, or there will be no EO operation.

TDU is urging that the government should make that commitment to the 1.5 million Teamsters. The EO process includes not only the International officer election, but the 1995-96 delegate elections and the election rules.

Comparison With Old Guard Shows ...

New Teamsters Union, Lower Salaries

The 16 members of the General Executive Board (GEB) who ran as part of the Ron Carey Slate made $1,793,626 less in union salaries and expenses than the comparable number of old guard GEB members made the year before. The savings, which averages over $112,000 per person, is a direct result of the election of the Carey slate, the defeat of the old guard Durham slate, and the reforms set in motion by the election process.

As part of an ongoing study of Teamsters union salaries and finances, TDU has reviewed the salaries and benefits of the new International union leadership compared with that of the previous leadership. There are two major reasons for the $1.8 million savings in members' dues.

First, the new leadership have for the most part eliminated multiple salaries. Most members of the GEB who hold other union positions are not taking salaries for those positions, thus cutting back on their own income. For Ron Carey and others, the chart below reflects two affiliates because of salaries and accrued vacations during January 1992, before they assumed IBT office. The very few receiving any salary have greatly reduced it. The old guard forces, such as Durham, Cook, Yager, Riley, Mack and the rest embrace multiple and bloated salaries as a way of life. (See article below.)

As *Convoy Dispatch* will report next month, this phase-out of waste in multiple salaries is much more pronounced when the appointed positions, such as International Reps, are taken into account.

Second, reforms brought about by the election process also help. While motions backed by Ron Carey and TDU forces to eliminate multiple salaries were voted down at the 1991 IBT Convention, the pressure of our delegates and the pending election caused the old guard forces to back a watered-down motion, the first time ever they were willing to do anything but raise their own salaries.

TDU has fought for reforms to bring the salaries of our Teamster officials into line for a fundamental reason of unionism. We believe that the best union leaders are looking to advance with our members, not for a free ticket to the upper class.

In our next issue we will look at the larger picture of salaries throughout our union. Reform has come to the International, but needs to spread. TDU is dedicated to that job.

Chuck Mack:

How Multiple Salaries Work

Chuck Mack provides a perfect case study on how the creative use of multiple salaries works for the old guard. Mack ran for IBT vice president from the Western Conference on the Durham slate, and lost.

Until Carey cut one off, Mack drew three salaries: from Oakland Local 70, Joint Council 7, and from the IBT as an International Rep. At the end of 1992, Carey removed him from the IBT payroll, one of the last multiple salaries phased out from the Reps. Mack lost a salary of $53,800.

Here's where the multiple salary philosophy went to work. First, Mack got his brother Steve, his brother-in-law Rome Aloise, and others on the JC 7 E-Board to give him a raise of $24,000 per year. Then he got his friend and running mate on the Durham slate, Mike Riley, to get him a brand new position and raise from the Western Conference treasury of $30,000. Add those together for an extra $54,000, and you see just how this old guard system works.

Durham's 3 Bag Big Bucks

The Ron Carey slate swept the rank and file vote in December 1991 but did not win all International positions. There are six International officers who were on the Durham or Shea slates. Two of them hold additional Canadian positions, where they do not file LM-2 financial reports, so they are left off this chart.

Three IBT trustees (who are not GEB members) were not elected by the rank and file but elected at the IBT Convention in June 1991. One International vice president in the Eastern Conference, John Morris, was elected from the Shea slate because the Carey slate only had two running for three positions in the East.

It is interesting to note that these four current IBT officers all have substantial multiple salaries, and that two of them even made more than Ron Carey did last year as General President!

Name	Salary	Total Compensation	Affiliates
John Morris	$170,347	$192,871	Intl., JC 53, L 115
Robert DeRusha	132,353	145,538	Intl., JC 10
Ben Leal[1]	183,997	206,121	Intl., L 856, JC 7, WCT
Robert Simpson Jr.	229,041	254,577	Intl., L 743

1. Compensation based in part on 1991 LM-2 reports. 1992 figures unavailable.

WHAT A DIFFERENCE A YEAR MAKES

Old Guard GEB Salaries (1991) vs. New Teamster GEB Salaries (1992)

Name	Salary	Total Compensation	Affiliates
William J. McCarthy[3]	$293,521	$336,033	Intl., L 25
Weldon L. Mathis[3]	215,513	237,114	Intl.
Al Barlow	147,576	168,569	Intl., EC
Jack Cox[1]	197,268	225,662	Intl., L 572
R.V. Durham[1]	132,633	150,492	Intl., L 391
Francis W. Hackett[1]	134,973	164,229	Intl., L 25
Louis Lacroix[4]	160,545	170,520	Intl.
Ed Lawson[1]	72,843	110,008	Intl.
Mitchel Ledet	168,043	187,449	Intl., SC, L 270
Daniel C. Ligurotis[1-2]	349,573	375,415	Intl., JC 25, L 705
Michael J Riley[1]	291,307	314,149	Intl., WC, JC 42, L 986
Donald Sawochka	153,258	166,223	Intl., CC, JC 25, L 142
Walter Shea[1]	166,004	187,479	Intl., EC
Joseph Trerotola[2]	135,840	163,507	Intl., EC, JC 16
Arnie Weinmeister[3]	553,721	598,058	Intl., WC, J 28,L 117
Don West[1]	142,743	160,250	Intl., L 612
TOTALS	**$3,315,361**	**$3,715,157**	

Name	Salary	Total Compensation	Affiliates
Ron Carey	$164,184	$198,799	Intl., L 804
Tom Sever	194,171	215,150	Intl., L 30
Aaron Belk	75,860	105,613	Intl.
Jim Benson	73,227	102,520	Intl., L 104
Leroy Ellis	73,227	91,063	Intl.
Gene Giacumbo	80,793	110,267	Intl., L 843
Tom Gilmartin	84,036	95,139	Intl., L 559
Diana Kilmury	75,742	104,282	Intl.
Ken Mee	73,227	93,083	Intl.
Doug Mims	84,800	104,831	Intl., L 728
Mario Perrucci	114,017	179,945	Intl., L 177
John Riojas	73,227	97,699	Intl.
Tom Shay	83,579	98,799	Intl., L 57
Dennis Skelton	73,227	85,295	Intl.
C. Sam Theodus	134,228	146,851	Intl., L 407
Bill Urman	76,740	91,995	Intl., L 792
TOTALS	**$1,534,285**	**$1,921,331**	

NOTES:

1. Lost the December 1991 election.
2. Removed from office after trial before Judge Frederick Lacey on charges brought by Investigations Officer Charles Carberry.
3. Withdrew from the election in 1991 after declaring candidacy in alliance with the Durham group.
4. Elected from Teamsters Canada without opposition, at the 1991 IBT Convention.

All figures taken from forms LM-2, LM-3 and others on file with the U.S. Department of Labor. Totalcompensation figure includes salary, allowances and expenses.

GROCERY, LOCAL CONTRACTS

Where's Representation in Atlanta Local 528?

Member Unity Needed to Overcome Cook Regime

Ken Hilbish
Local 528, Kroger
Atlanta

Local 528 is at an all-time low. You hear it from Allied Systems, Complete Auto, Kroger, Atlanta Gas Light, and the freight lines south of Atlanta, Roadway, CF and Yellow Freight. "Jerry Cook will not represent us!"

It seems he wants to punish the people who didn't support him in the 1992 local election. However, Big Star grocery warehouse supported him and their reward has been a long wait at the unemployment line. Cook stood by as A&P bought out Big Star and put hundreds of union brothers and sisters out of work. We know Cook owes Kroger for all those years of food and drinks supplied to the local union's golf tournaments, but why won't he represent the rest of the local?

Kroger installed and implemented Cadec on-board computers in all our trucks, just a few months after the new contract was ratified. The Cadecs have had an impact on our working conditions and pay, but where is our union representation while Kroger's unilateral changes are taking place?

After meeting with a group of drivers, BA Don Skinner was persuaded to allow me, as steward, to file unfair labor practice charges against Kroger on behalf of the union. After the charges were filed, Cook notified the NLRB that the charges did not have the union's backing. To remedy this, I have refiled the charges, as an individual, and also filed charges with the NLRB against Cook and the local.

We have some people on the Local 528 staff who want to do a proper job for the members, but aren't allowed to by Cook. It took him a while to line up his various sweetheart deals with our employers and he doesn't want anybody messing up his playhouse or making him do his job properly.

The only way to save this local is to take it from Cook and give it back to the members. This is a task that will take a unified membership striving to reach a goal. One man or a small group cannot do it. Solidarity in the face of Cook's intimidation tactics is the only way.

Just before the Southern Conference Convention (see page 6), Cook published a conference newsletter. It was a waste of union funds so Jerry could pat himself on the back. I guess with his record that's the only one he'll get! Let me redefine Cook's motto, "When I look in the mirror, I know I've done a good job, no matter what others say." What he means is, "I've screwed the membership for so long, I can look in the mirror and it doesn't bother me. It never has."

Diamond Walnut Strikers to Fast for Justice

Diamond Walnut strikers are planning to begin a Fast for Justice on July 21 in front of the Diamond Walnut facility in Stockton, Calif., to dramatize their two-year struggle for an equitable contract. Led by Secretary-Treasurer Lucio Reyes, and joined by IBT Vice President John Riojas who is expected to help initiate the liquids-only fast, the strikers hope to use "moral suasion" to force management to bargain in good faith.

The 500 workers, mostly women and minorities, some with 20 to 30 years of service, have been forced to scrape by without paychecks, health insurance or pensions. The major roadblock to concluding an agreement is management's refusal to bring all of the workers back, preferring instead to keep scabs. It seems management's loyalty to their scabs is greater than their loyalty to many long-time Teamster employees who brought the company back from the brink of bankruptcy to Fortune 500 prosperity.

The fasting workers will conduct nightly prayer meetings in front of Diamond Walnut headquarters and are inviting supporters to join the fast for one or more days, or to show their support by visiting the people on the picket line.

"Together," said Lucio Reyes, "we can raise our voices in prayer in a mighty call for justice."

Hospital Teamsters Fight Layoffs

Derron Johnson
Local 743, U of Chicago Hospitals
Chicago

The past few months at the University of Chicago Hospitals (UCH) have been filled with perplexity and distress. Ever since the Hospitals have kicked off their "Transformation" campaign, the situation has been oppressive here.

As a result of the campaign, we have seen our union brothers and sisters terminated, laid off, jobs phased out, and workers bumped from their positions. Because of the failure of our union, Local 743, to mobilize the rank and file to fight these changes, we were left to do it ourselves.

A relatively small group of employees, including TDU members, produced and distributed 10,000 protest flyers in the community, several thousand signatures were gathered on petitions, hundreds of employees wore red ribbons to protest the Hospitals' actions, and several informational picket lines were set up that received coverage from local TV and newspapers. Despite the lack of support from our union officials, we received support from the Black community in general and the Chicago Black United Communities in particular, who let us use their hall for our weekly meetings.

Recently, however, so much has been going on around us that I think we as union members have let our guard down, waiting for that big knock-out punch that will send many of us on our way to other ways of making a living. Management's campaign, also known as "Pride at the Forefront," calls for respect, honesty, excellence, participation and unity. These fine aims are something I have not seen too much of before or during their "Transformation."

Chicago Local 743

Management's main objectives are to cut so-called "duplications" of the hospitals' services. While using union-busting tactics, our jobs are being combined in mass, creating multiple workloads and causing unsafe working conditions. Our situation is not unique. Teamsters and other health care workers across the country are experiencing the same problems.

UCH has plans for a $147 million expansion. This will mean more ground to cover with fewer workers. Yes, and then they will tell you, "Pride is at the forefront." The situation calls for us as members of the union to get more involved with our jobs and our union so that everyone will have a fighting chance.

With our union contract about to expire, we are in a precarious situation. Standing around waiting for things to end just won't cut it. Some may survive, but losing a few is still simply ... losing.

TDU poses a fine example of the unity we need to show and where it can take us. Whether it's TDU or not, we must unite and fight. Our future and that of those who come after us will be determined by what we do now.

Big Cuts at Safeway Spice

Barely a year after proclaiming that they led their grocery industry members to "... the best labor victory in 10 years," Teamster negotiators recommended that 70 Safeway Spice plant workers take major cuts, in order to save their jobs. Safeway said it would close the plant a year before the contract expired if it did not get the concessions, which included extending the contract until 1997.

Now Local 853 wage rates for non-mechanic classifications will fall from $13.79-$14.16 to $12.59-$13.18. Non-seniority employees will lose 60 cents per hour at the new $10.40 rate.

The cost-of-living clause and three holidays are history, and the maintenance of benefits and extended medical coverage for qualified laid-off employees are deleted entirely. Current medical contributions are cut from $345 to $300 per month. Employees pay all future increases with wage deductions.

For the worker who can retire there is some good news. The pension rate goes up 29 cents plus 11 cents for PEER, but is frozen for four years.

It took two meetings to convince the Spice plant workers to vote yes, but then what realistic choice did they have? They knew of the beating the Tracy Teamsters took, the loss of the Sacramento jobs, the concessions made by Lucky Teamsters, and now the same Joint Council 7 officials were urging them to be smart, and practical. They knew they were on their own, their destiny was out of their hands.

The Grocery Bag

Your Tax Dollars at Work.

SDMI/Safeway has exploited the Job Training Partnership Act, which gives companies tax money to hire and train the unemployed. SDMI/Safeway received $5 an hour for scores of workers during the 90-day probation period. Most fired Sacramento distribution center Teamsters were not hired at the new Tracy distribution facility. They would not have been eligible for the $5 subsidy, because they were already trained. These jobless union workers are asking, "Can they close this facility, throw people out of work, hurt hundreds of families and simply say, 'We have no obligation to you or the community?' "

4 Fired Teamsters Survive 1st Hurdle.

A grievance panel deadlocked and handed the fate of four fired Tracy workers over to arbitration, some four to five months away. The four were charged with being away from their jobs for 4 minutes when they attended an informal meeting next to the restroom to advise fellow workers on how to conduct a stewards' election.

The Tracy distribution center has been called a bosses' model for the future, a big-brother sweatshop with harsh production standards and ugly barracks-style discipline. Shop-floor activists are supporting the fired workers, who are fighting their fight, too. Flyers are being passed out and cross-department solidarity is growing. TDU and all concerned Bay Area Teamsters are joining to get justice for the Safeway Four, and fairness and dignity for all Tracy Teamsters. Help out! Call (510) 653-3865.

PENSION NEWS

Members Unite to Say:

25-and-Out Pensions Now!

The demand for pension improvements is gaining momentum, especially in the Central and Southern conferences and the Carolinas where members are covered by the Central States Pension Fund. The biggest rallying cry is for decent "25-and-out" at any age, but other demands for improvement are being made also.

Two factors have put more steam behind the issue. First, the UPS contract bargaining is coming to a head and is likely to set a new benchmark for the employer contribution level in the Central States and other pension funds. The UPS contract can set the pace for other contracts on pensions.

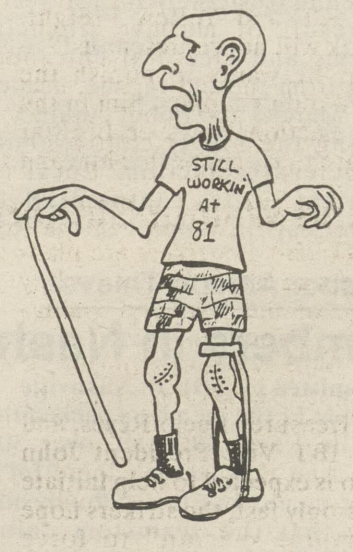
Second, the Joint Council 83 Pension Fund in Virginia has just put in a 25-and-out at $2000, and 30-and-out at $2500, without any increase in employer funding. This is the absolute minimum benefit level members will accept from Central States.

Western Conference chairman Mike "Hollywood" Riley has now stated that the Western Conference Pension Trust will look at establishing an "80" plan (age plus years of service) in October. However, to be comparable to 25-and-out, "75" is the right target figure. And in the West, Riley needs to deal with the need for health benefits for retirees, or no one can afford early retirement.

It was rank and file pressure, prior to the IBT election, that won our last round of pension improvements. It was the TDU campaign in Central States backed up by an actuarial study, during the election period, that caused the trustees to suddenly "find" the money to double the 30-and-out benefit from $1000 to $2000. That campaign success spilled over to the New England and other funds that matched that benefit, and to the West where the Golden 85 was initiated.

UPS Teamsters can make a difference in the pension benefits for themselves, and for hundreds of thousands of other Teamsters. We all need to back their fight. But it's not simply a contract fight, as the union trustees of the major pension funds are still firmly controlled by the old guard. They could try to use that power to blockade improvements in our benefits for their own political purposes.

Beyond the UPS contract, we need to unite the various pension concerns of active Teamsters and of Teamster retirees behind a Teamster Retiree Bill of Rights. The upcoming TDU Convention in late October provides the focal point for those who want to help lead this movement.



Poverty Pensions in Central Pa.

Adam Frye
Local 776, UPS
Harrisburg, Pa.

As we in Central Pennsylvania hear and read of pension funds that have improved their benefits to 30-and-out at $2000 a month, and now to 25-and-out at $2000, we feel the injustice that the Pension Board has imposed on us here. Benefits of $847 a month with 30 years of service at age 57 is one of our better pensions.

We have been to the Pension Board, Joint Council 53, the Eastern Conference, Billy McCarthy when he was president, and now Ron Carey—all to no avail. The only response from the Pension Board has been to tell us we have the best benefits in the country. Don't laugh, they believe it.

We have asked for an improvement to these benefits in our UPS contract supplement, but we know it will be pushed aside like it was three years ago.

This plan is fully funded, with assets of $1.2 billion and only 32,000 active participants. From 1980 to 1985 all money paid into the fund by employers was used to make the plan fully funded, thus relieving the employers of the burden of withdrawal liability. Neither active members nor retirees had their pension benefits increased in any way whatsoever. Once more our Teamster officials on the Pension Board were looking out for the interests of the employers rather than their own members.

Our fund is administered by Reading, Pa., Local 429 President Jim Burns and CPA Paul McDevitt. McDevitt says this is "his fund now." Now we finally know who controls our fund—surely not a union man.

New England Pension Petition

The closing of St. Johnsbury, a major regional carrier in the Northeast, has renewed interest in a petition drive by Teamsters covered by the New England Pension Fund. The petition calls for certain changes in the rules of the fund that would allow participants to make a limited amount of self-contributions in cases where their employers go out of business.

Central States and the Local 710 pension funds allow self-contributions for cases very similar to what is being sought in this petition drive.

Ernie Tusino, one of the three union trustees of the New England pension fund, has responded to inquiring members by stating that the type of change demanded by members "can't get by the employers."

Activists Put Heat on Central States Fund

Pension activists in Ohio have begun to turn up the heat on the Central States Pension Fund's trustees, demanding better benefits. The Ohio Teamster Pension Improvement Committee (OTPIC) is circulating petitions demanding 25-and-out at any age.

Petitions bearing the names of over 5,000 Teamsters have already been submitted to the offices of Ron Carey, Jack Yager and the fund's trustees. Since their submission on June 28 another 2,600 signatures have come pouring in and it's still growing. Teamsters from 109 locals have signed the OTPIC 25-and-out petition.

Another pension improvement petition, calling for cost of living on pensions, began when Herb Snyder (a retiree from Akron, Ohio, Local 24) announced it and asked for help in a letter in *Convoy Dispatch*. This petition received over 6,500 signatures.

These two petition drives are an indication that active and retired Teamsters are fed up with the lack of responsiveness of the Central States trustees, who preside over an $11 billion fund, but resist rank and file efforts to improve benefits. Let's turn up the heat on UPS bargaining.

Attacks on New Teamsters

continued from page 1

non-union carrier, but couldn't get a contract. Atlanta Local 728's leadership defeated the Mathis family in 1990 in a major TDU victory.

The Journal of Commerce has followed the same script. On March 25 it asserted that if Carey wins "innocent till proven guilty" in the UPS contract, it will "sap union finances" (say what?). That makes no sense, but Durham told them it did. On June 30 it erroneously reported, again after talking to Durham, that the union signed a contract extension with UPS. Although the IBT immediately issued a statement, UPS got this into a number of newspapers.

A common trick they use is to quote "a union source." This "source" is inevitably Richard Leebove (a former Lyndon LaRouche candidate for Illinois attorney general who now works for Durham running-mate Larry Brennan in Detroit), or Chip Roth (a close buddy of Leebove who was fired after Carey won the election and now works for Durham's Local 391), or Greg Tarpinian (another Leebove associate who works with Durham running-mate Dan Kane in New York). These three are the PR team for the old guard, but the employer press presents them as neutral commentators, and protects their identities!

It should come as no big surprise whose camp the employers are in. Most employers prefer to have no union. If they have to bargain with a union, they want it to be a lap-dog union. One that sees itself as "on the same team" as management. That's why *Transport Topics* ran puff pieces for Durham during the election.

And it's no surprise that the old guard want to take the union back from the members. They are mad that the rank and file rose up and upset their fun and games at the International level. With their power entrenched at the other levels, they are planning to take it back. And they have powerful allies in the employers.

Thus we have to be stronger. That's what TDU is all about—rank and file power to continue to press for reform of our union, and to take on the employers as well. Rank and file power won the election. Now it has to continue the struggle.

Southern Conference Convention

continued from page 6

hours before nominations. Challengers claimed they were unable to form a slate.

Cook's 10-member slate squared off against eight challengers and gained an edge of 49 slate votes, with the highest vote-getters on the slate totaling 67. The final tally showed a 15-vote spread between the lowest vote-getter on the Cook slate and the highest vote-getter among the challengers, and 12 challenged ballots.

Among the challengers were old guard officials who had previously supported Cook, like Frank Pendleton, and old guard officials who are anti-Cook and Joe Morgan Jr., like T.C. Stone and his allies.

Delegates amended the "Chairman Emeritus" language of the conference bylaws. That language benefitted retired chairman and millionaire Joe Morgan Sr. with a car, and unlimited travel and expenses anywhere. Reportedly, the new language limits travel and expenses to attending Southern Conference gatherings. Besides this token reform, no bylaws or policy changes were made.

LOCAL UNION NEWS

L.A. Local 63 Emerges From Goon Squad Past

New Leadership Charts Reform

The trusteeship of Southern California Local 63 ended on June 17, as International Vice President Tom Shay swore in the newly elected executive board. The 12,000-member local had been in trusteeship for two years, as a result of massive financial problems and electoral chicanery coming from the old regime, headed by Bob Marciel and Bobby Aquino.

During the highly controversial 1991 delegate election, Local 63 reform candidates captured all 17 delegate seats in support of the Ron Carey slate. Local 63's delegate election was so intense that it hurled the Local 63 leadership into chaos and a division of power. Finally, Billy McCarthy imposed a trusteeship after the incumbents were proved to have been involved in illegal ballot collecting.

Once under trusteeship, an audit of the books found the local to be bankrupt because of heavy legal penalties incurred as a result of goon squad violence against members, and medical and financial liabilities from the mismanaged Escobar Trust Fund.

Shay served as the trustee, cleaning up the financial mess and maintaining the integrity of the local despite early attempts by Joint Council 42 to liquidate it, split it up by jurisdictions, and divvy out the crafts to other locals as political favors.

In a hotly contested election, the Committee to Elect Reform and Experience swept three other slates. The Aquino slate came in second. The Committee brought together a team of experienced BAs and several TDUers and Carey delegates in a reform coalition.

The new secretary-treasurer and principal officer is Randy Cammack, an experienced BA. *Convoy Dispatch* asked Cammack about the first steps being taken by the new team and goals for the future. Cammack said that the new executive board accepted his offer of a voluntary salary reduction of $70,000 a year, reducing the bloated figure of $160,000 plus a $50 per week allowance that Marciel had established. Cammack's salary will be $1,750 per week, with no allowance.

The new executive board also is committed to recommend adoption of the International's Model Local Union Bylaws, to establish a democratic structure. Cammack noted that "with what has happened in the past in this local, we feel the membership is ready to support bylaws reform."

Cammack said organizing is a priority, "especially in crafts and areas that will strengthen our bargaining." Two full-time staff have been newly reassigned to organizing.

Another priority is "communication between the union and the membership," with plans to start a newsletter (to include financial reports) and a new member orientation program. There is also an ongoing education program for the business agents, which former trustee Shay initiated.

Business agent Scott Askey said, "The coalition of experienced agents and reform leaders is a growing trend in the New Teamsters. The dedication of Local 63's newly elected executive board will lead Local 63 to become one of the most powerful and influential locals in the country, as it was always designed to be."

No Honor Among Thieves

Members in Nashville Rise Up Angry

Submitted by TDU in Nashville

On July 11 the members packed the Nashville Local 480 hall, over 300 strong. And they weren't there for a summer picnic, but to say loudly and clearly that the Teamsters union belongs to the members.

The officers have another idea. They think the local is a private possession to be argued over and passed around through secret deals. And for now, they will have their way. But the members will not forget.

Seven months ago, the old guard slate of candidates narrowly defeated the New Teamsters slate, winning all positions except one trustee, where Mack Hathaway on the New Teamsters slate won. But to win the election, the old guard had to change leadership and put BA Claude Leyhew into the top spot. Leyhew was a definite improvement after 20-plus years of Luther "Boss Hog" Watson. Ronnie Martin and the New Teamsters slate were ready to let things rest and work with the new leadership.

But it was not to be. What was prophesied by some and ignored by most became reality on June 30, when Leyhew resigned after just six months. Now, thanks to double-crosses inside the old guard crowd, the backroom deals have been openly revealed by Watson and others.

The membership were willing to give Leyhew a chance, in the election. Without Watson, Leyhew's credibility was higher and sentimentality prevailed over common sense. It is widely felt the election would have gone to Martin and the New Teamsters slate, except for Leyhew's popularity.

The Deal Revealed

With his three pensions in good shape, Leyhew didn't want to run. He could retire and make as much. But Watson needed him to carry the election. A deal was struck: Leyhew would retire after the election, and Watson would get his chance to get his heir-apparent, BA Billy Cullum, into office by squeezing the executive board to fill the vacancy with Cullum.

But surprise, the E-board double-crossed Watson and filled the vacancy with another Watson appointee, Peter Cheng. Watson and Cullum were livid.

Membership Reacts

So were the members, but for another reason. They felt betrayed by Leyhew, whom they had just elected. They felt there should be a vote to fill the remaining 85% of the three-year term. They felt their vote was ripped off. They were right.

Martin, a Yellow Freight road steward, initiated a petition under the Local 480 bylaws for a special called meeting, and easily got the required number. In fact, over 1000 names were submitted.

On July 11, a union meeting was held, and it was packed. But it was not the special called meeting called for, in accord with the bylaws.

Martin took the floor with a simple motion: that the minutes of the E-board meeting be read, and put to the membership for approval. Cheng at first refused to even read the minutes. Finally he responded under pressure, "It's my meeting," and would allow no votes at all!

Martin maintained his dignity and would not back down, and the membership was behind him. When Cheng threatened to have Martin thrown out of the meeting, a member called out, "You throw him out, and you'll have to throw us all out." Cheng reconsidered.

In the end, no votes were taken and Cheng finally adjourned the meeting, on the advice of Jerry Cook. He then had his invited guests, Cook and Jimmy Carrington, go swear him in, in private.

So after 20 years of Watson's rule, Local 480 now has a non-elected leadership and a hodge-podge of political appointees as BAs. And a president who destroyed his own credibility.

But the news is not all bad. Local 480 has a new leadership growing up from within, getting stronger and more experienced. We intend to pursue the issue of the special called meeting to take up this issue. And come the next election, the membership will not be fooled so easily again.

Seattle Local 174 Holds Successful Rank & File Leadership Conference

Michael Laslett
Organizer, Local 174
Seattle

Over 100 stewards and activists from Seattle Local 174 attended their first rank and file leadership conference on June 5. Participants attended plenary sessions and workshops as they focused on building the "knowledge, skills and power of the Local 174 membership."

The conference brought together the best local rank and file leaders to talk about the kind of union they want to build. A reform slate of rank and filers, led by now-secretary-treasurer Bob Hasegawa, won office a year and a half ago. The conference looked back over the previous 18 months and discussed plans for the future.

Hasegawa and Ron Judd of the county labor council talked about the importance of an "organizing model" of unionism. Workshops covered the legal rights of union stewards, organizing the unorganized, corporate campaign strategies, and rank and file bargaining committees.

Workshop topics were chosen to reflect the new programs implemented by the reform leadership since taking office. The local now offers greater training to stewards and rank and file leaders, has established a special fund for corporate campaigns, encourages greater member involvement in contract negotiations, and passed a dues assessment to fund an organizing department.

Written evaluations from participants after the event were positive. One wrote, "This conference was a great idea. Thank you for the opportunity to feel connected to a group of people who appreciate our union and what it stands for."

Local 174 plans to hold similar conferences in the future as it continues to involve the membership in building their union.

New York Local 138 Adopts Model Bylaws on Elections, Stewards

At the June general membership meeting, Local 138 members adopted the International's Proposed Model Local Union Bylaws language for mail-ballot elections for officers, and a Stewards Council. Both proposals passed narrowly under the local's two-thirds rule for adopting amendments to the bylaws.

Steward Ed Santarelli, a warehouse worker at Key Foods, put forward both proposals at the prior meeting, signed by nearly 100 members.

"Not everyone on our executive board supported the proposals. But now the rank and file have spoken," said Santarelli.

Local 138's recent election was overturned by Barry Feinstein and New York Joint Council 16 over procedural violations. A rerun election is now scheduled. Feinstein was later forced to resign from the union under charges of embezzling union funds, and JC 16 was placed in trusteeship by the International union.

LETTERS FROM OUR MEMBERS

We Are the Union

We must not give up the long, hard battle to give our great Teamsters union back to the members. We must back Ron Carey and his people at the top. We must attend local union meetings. We must organize all non-union workers.

We must not lose sight of our goals. This is a life-long commitment. It will not be easy or quick. Every brother and sister must make the individual commitment to help in this battle. Remember, the union is not those guys in that office who never do anything for us. Don't blame anyone but yourself, because the union is us—all of us. We must act united and committed to making the Teamsters the greatest union on this planet. Hard work will always be rewarded down the road.

William C. Mayhew
Local 100 steward
Cincinnati

Proud to Be a Teamster

After several years of being a Teamster's wife and being involved in local elections, getting Ron Carey elected, and becoming secretary for Jim Benson, vice president at large, I decided to join the Teamsters myself. I thought this should be a simple matter. I would just fill out the application, pay my dues like it says in the bylaws, and be accepted.

How wrong I was. Our Local 104 secretary-treasurer, Terry Moser, decided he did not want me as a member of our local. He did not give me a legitimate reason, but I can tell you it was because of my membership in TDU, and the fact that my husband is running against him in the upcoming election. So he took it on himself to turn me down. He returned my application and money. He even went so far as to write to the OPEIU in Maryland and told them it was "incumbent" they sign me up as a member of their union. Needless to say, this made me see red, as I had never even asked to join that union.

After several letters back and forth between myself and Mr. Moser, and after threatening him with a discrimination case, the members of Local 104 at a general membership meeting brought up the subject and made a motion I be accepted as a member. This was passed unanimously, and at the next general meeting I was sworn in by the not-too-happy secretary-treasurer, who didn't even know how to perform the ceremony, as he obviously had never done it before. He finally sent me my membership card in the mail (no letter of welcome).

Now I am not just the wife of a Teamster, but a real honest to goodness Teamster, and I am proud of it, as I am also proud of being a part of TDU and a member of the TDU International Steering Committee.

I believe every member who joins the Teamsters should be encouraged to come to the meeting and be sworn in. I believe they should be given a "new member packet" including a copy of our constitution and bylaws and a letter of welcome to our union. This would encourage these new members to be more active and to attend the general membership meetings, rather than just paying their dues and becoming nothing but a number and not knowing what is going on. I believe if this were to happen that we would not have so much apathy in our union.

I just had to let everybody know that I am now a full-fledged Teamster and proud of it.

Frieda Burgan
Local 104
Phoenix

Contact Your Senator on Striker Replacement Bill

Recently the House of Representatives passed the striker replacement bill and President Clinton said he would sign the bill if it gets to him. I understand that it will have a tough road getting through the Senate. Please encourage all Teamster members to contact their senators to vote for this bill.

On another issue, the '93 UPS contract, I am going to vote No on the company's first offer because I know they are not going to give us anything without us fighting for it. If that includes striking, so be it.

Russell Weaverling
Local 828, UPS
Osage, Iowa

Spread the News!

Order Convoy Dispatch By the Bundle

***Convoy Dispatch* is a great source of news, and TDU's best recruiter. Want to help keep other Teamsters informed and build TDU? Order a bundle to distribute each issue.**

Bundles are sent each issue. Prices per issue:
❑ $3 for 10 ❑ $5 for 20 ❑ $8 for 50 ❑ $12 for 100
Please note new prices effective this issue.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

Return to:
TDU, Box 10128, Detroit, Mich. 48210

Corporate Greed By Jordan Marsh

After 27 years of service I, along with 125 of my coworkers who are members of locals 25 and 82, will be terminated. The layoff will begin on July 15, 1993, and by Jan. 15, 1994, the Jordan Marsh Company warehouse in Brockton, Mass., will be permanently closed.

Three years ago the company asked us to make concessions during contract time to help them through bankruptcy. We agreed to a freeze on wages and pension for two years. On the third year we received a 10-cent an hour increase to our pension and a 45-cent wage increase per hour. We also gave up the Teamsters health & welfare and were asked to accept the company's existing HMO plans. This is the thanks we will receive for helping them through their financial difficulty. Jordan Marsh Company is moving their warehouse to Kearney, N.J., using non-union help, and we are all out of a job.

I would like to extend a special thank you to Local 25 business agent and International representative Dennis Nagel, Local 82 business agent John Perry and Jennifer Minamoto from the Eastern Conference of Teamsters, who worked very diligently in an effort to save our jobs.

Joseph P. Strano
Local 25 steward, Jordan Marsh
Brockton, Mass.

UPS Part-Timer Speaks Out

(Part-Timers) as a group need to either stand up for what we want or we have no reason to complain. ... I feel as if we are being taken for granted; for example, we asked for lifting belts to help the strain on our backs and they gave us an excuse that it would cost too much. Then we asked for steel toe boots and never received a response pertaining to this issue.

We asked them not to start the trucks in the building for our own health and this request was ignored. Finally, we requested additional hours and this could be done by spreading the work out; once again it was not acknowledged. This shows how much UPS cares about its employees. ...

If you've ever talked to the drivers that preloaded they will tell you they used to make more money 10 years ago than we make today. To me that doesn't make any sense because whether we like it or not inflation is not going to stop going up. ... I believe we should not be greedy, but we should at least all get together and agree on something that we all deserve. The ball is in our court for the simple reason that without us UPS could not function.

From anonymous part-timer's flyer
Charleston, S.C.

I SUPPOSE YOU THINK THAT BRINGING ME A CAKE IS GOING TO MAKE ME FORGET THAT YOU WERE LATE THIS MORNING, SMITH!
WELL, IT WON'T WORK- I'M DOCKING YOUR PAY, AND... WHAT?!
Take this job and cram it!
SPLUTT!
HOW MUCH DID YOU WIN IN THE #@#% LOTTERY, SMITH?
$16.5 MILLION!

Westin William Penn, Pittsburgh

TDU Rank & File Convention

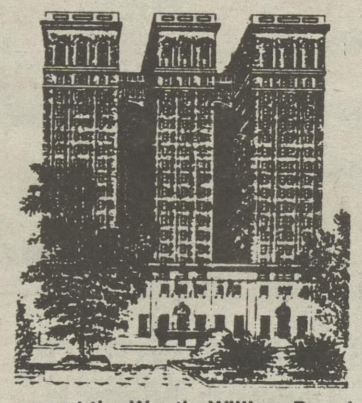
Want to be part of the revolution now taking place in our union, as the struggle goes on to set the direction of the Teamsters union? Then you should join Teamsters from across North America at the 18th annual TDU Rank & File Convention, Oct. 29-31 at the Westin William Penn in Pittsburgh. This is the same place we convened in 1989, where Ron Carey gave his first campaign speech outside his own local, and where, after debate, TDU voted overwhelmingly to endorse him.

What Happens at a TDU Convention?

Lots. You will meet Teamster leaders—International vice presidents, local officers, strike leaders and concerned Teamsters like you. Information and solidarity networks are built among Teamsters in the same craft or company. We will elect our TDU leadership and set our course.

Educational Workshops

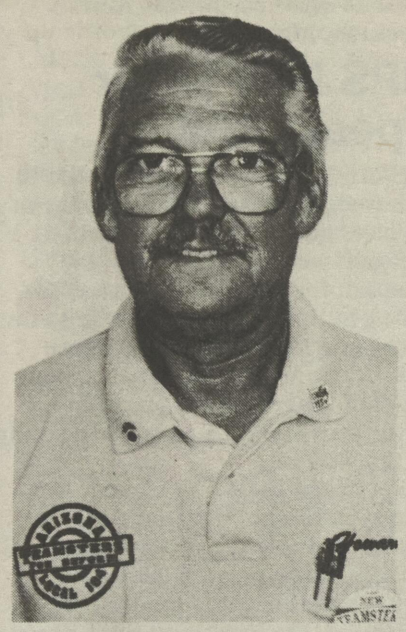
The convention is *the place* to learn how to be an effective part of our union. There will be 20 educational workshops, led by Teamster leaders, the best labor attorneys and labor educators. They will cover topics such as dealing with management strategies, how to win local union office, building a successful local union leadership, your legal rights on the job and in the union, and lots more.



See you at the Westin William Penn!

What Else Do I Need to Know?

The convention begins at 1 p.m. on Friday, Oct. 29, with workshops and strategy sessions. It ends at 3:30 p.m. on Sunday, Oct. 31. You are invited, and so is your spouse. We will enjoy a nice banquet and exciting program Saturday night, after working hard all day. Questions? Call the TDU office at (313) 842-2600. We can talk to you about how to get into where the action is in the New Teamsters. Planning to attend? Register early and receive a $10 discount.



I'll Be There

Howard Burgan
Local 104,
Phoenix

My wife and I are looking forward to seeing all our old friends in Pittsburgh at the TDU Convention. This is only my second convention, but I plan to take full advantage of the workshops and meetings. It is well worthwhile to attend. Don't miss it.

TDU Rank & File Convention, October 29-31

REGISTER NOW!

Postmark your registration no later than Oct. 8 and receive $10 discount ($5 if for one day). See below for travel discounts that may also apply.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone _____ Company _____

If registering for others please include same info.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program (cash bar extra).

# of people

Fri., Sat. & Sun. $150 x _____ = _____
Sat. & Sun. $105 x _____ = _____
Sat. only $75 x _____ = _____

Total Registration Cost = _____

HOUSING

Reserve rooms through TDU at special group rate. All rooms $75 per night (tax included), either single or double. If sharing cost of room, please indicate other party.

___ Single room
___ Double room (with _____)
❑ Thurs. ❑ Fri. ❑ Sat. ❑ Sun.
# of nights ___ x $75 = **Housing Cost = _____**

CHILDCARE

Must be reserved by Oct. 8. Suggested donation of $30 per child to defray costs.

___ # of children **Childcare donation = _____**

MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to *Convoy Dispatch.*

❑ $35—one year membership
❑ $85—three year membership
❑ $20—spouses, retirees and Teamsters grossing less than $17,000 per year

Membership cost = _____

TOTAL COSTS = _____

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

___ $10 if postmarked by Oct. 8 ($5 if one day)
___ $10 travel over 500 miles one way
___ $20 travel over 800 miles one way

Total discount = _____

Cost minus discounts = _____

Visa/Mastercard # _____ Exp. date ___/___

AMOUNT ENCLOSED = _____

Signature _____

BALANCE DUE=_____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.